

**WGEM AM, WGEM FM, WGEM TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2012 - July 31, 2013**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assignment Editor	2-6, 8-17, 19-27, 29-42, 44-54	40
Multimedia Journalist/Fill-in Anchor	2-17, 19-27, 29-42, 44-54	49
Weekend Anchor/Multi-Media Journalist	2-17, 19-27, 29, 32-42, 44-54	47
Radio Traffic & Contracts Coordinator	2-8, 10-17, 19-27, 29-38, 40-42, 44-54	47
Traffic Coordinator	1-8, 10-16, 18-38, 40, 42-54	49
Account Executive	1-16, 18-38, 40-54	49
Multimedia Journalist	1-16, 18-38, 40-54	49
RADIO ACCOUNT EXECUTIVE	1-16, 18-38, 40-54	49
Creative Services Producer	2-6, 8-16, 18-27, 29-38, 41-54	49

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications/Marketing IdeaNet Jobs 4349 E Colter St Phoenix, Arizona 85018 Phone : 602-954-8373 Url : <a href="http://602communications.com">http://602communications.com</a> Sandy Lizik Manual Posting	N	0
2	Adecco 1891 Maine St Quincy, Illinois 62301 Phone : 217-223-5200 Url : <a href="http://www.adecco.com">www.adecco.com</a> Email : <a href="mailto:cheryl.liggett@adeccona.com">cheryl.liggett@adeccona.com</a> Cheryl Liggett	N	0
3	Anixter Center's Professional Placement Program 2001 N Clybourn 3rd Floor Chicago, Illinois 60614 Phone : 773-248-6500 Email : <a href="mailto:Lkaige@anixter.org">Lkaige@anixter.org</a> Fax : 1-773-248-7345 Liz Kaige	N	0
4	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7426 Email : <a href="mailto:aaodt@augustana.edu">aaodt@augustana.edu</a> Douglas Tschoop	N	0
5	Back of the Yards Neighborhood Council 1751 W 47th St Chicago, Illinois 60609 Phone : 773-523-4416 Email : <a href="mailto:yayacm@msn.com">yayacm@msn.com</a> Fax : 1-773-254-3525 Career Service	N	0
6	Bradley University, Communications and Fine Arts 1501 W Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2510 Email : <a href="mailto:arodgers@bradley.edu">arodgers@bradley.edu</a> Fax : 1-309-677-2611 Alyssa Rodgers	N	0

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7	Collective Talent Illinois Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Career Service Manual Posting	N	0
8	Community Renewal Society 332 S Michigan Ave Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
9	Culver- Stockton College One Chicago Hill Canton, Missouri 63435 Phone : 573-288-6000 Url : <a href="http://www.culver.edu">www.culver.edu</a> Email : <a href="mailto:advancement@culver.edu">advancement@culver.edu</a> Career Placement	N	0
10	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : <a href="mailto:ddendsley@eiu.edu">ddendsley@eiu.edu</a> Fax : 1-217-581-2222 Debbie Endsley	N	0
11	Elmhurst College 190 Prospect Ave Elmhurst , Illinois Phone : 630-617-3460 Fax : 1-630-617-3393 Annette Coduto	N	0
12	GREDF 300 Civic Center Ste #256 Quincy, Illinois 62301 Phone : 217-223-4313 Email : <a href="mailto:gredf@gredf.org">gredf@gredf.org</a> Jim Mentesti	N	0

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13	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 217-793-2636 Url : www.ilba.org Deb Gray Manual Posting	N	0
14	Illinois Center for Broadcasting 55 W 22nd St #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : placement.chicago@beonair.com Fax : 1-630-916-1764 Chip Egan	N	0
15	Illinois Department of Human Services Office 2435 Broadway Quincy, Illinois 62301 Phone : 217-224-2600 Email : DHS27114@dhs.state.il.us Fax : 1-217-224-1921 Donna Ryan	N	0
16	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Phone : 800-314-3450 Url : www.artinstitutes.edu/schaumburg Email : dsattler@aii.edu Fax : 1-847-585-4658 Danielle Sattler	N	0
17	Illinois News Broadcasters Asso. Illinois Email : borowmaq@aol.com Career Services	N	0
18	Illinois News Broadcasters: The JobFile 124 Third St Wilmette, Illinois 60091-3439 Phone : 847-729-6397 Url : www.inba.net Email : borowmaq@aol.com Bob Roberts	N	0

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19	Indiana University Bloomington 625 Jordan Ave Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Fax : 1-812-855-2121 Career Service	N	0
20	John Wood Community College 1301 S 48th St Quincy, Illinois 62305 Phone : 217-641-436 Url : www.jwcc.edu Email : mbarry@jwcc.edu Career Service	N	0
21	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-239-4100 Url : www.ktiv.com Email : kclayton@ktiv.com Kathy Clayton	N	0
22	KTTC 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5104 Url : www.kttc.com Email : ljacobs@kttc.com Lynn Jacobs	N	0
23	KWWL 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Sandy Youngblut	N	0
24	Loyola Internship & Career Center 820 N Michigan Ave Chicago, Illinois 60611 Phone : 312-915-7300 Email : msmith@luc.edu Maureen Smith	N	0

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25	Media Line Illinois Email : mark@medialine.com Fax : 1-408-648-5204 Career Service	N	0
26	Medill School of Journalism Northwestern Univ. 1845 Sheridan Road Fisk Hall - Room #106 Evanston, Illinois 60208 Phone : 847-467-1238 Email : j-obrien@northwestern.edu Jim O'Brien	N	0
27	Millikin University 1184 W Main St Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Fax : 1-217-362-6407 Pam Folger	N	0
28	Missouri Broadcast Association 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 573-636-6692 Url : www.mbaweb.org Email : mandi@mbaweb.org Mandi Heiland	N	0
29	Missouri Career Center 203 N 6th St Hannibal, Missouri 63401 Phone : 573-248-2520 Url : www.missouricareersource.com Email : kim.cull@ded.mo.gov Career Service	N	0
30	NAACP-Illinois PO Box 22 Quincy, Illinois 62306 Phone : 217-222-4206 Url : www.illinoisnaacp.org Annise Mallory Manual Posting	N	0

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31	NAACP-Missouri 601 Magnolia Ave Hannibal, Missouri 63401 Phone : 573-248-0844 Url : www.naACP.org Annie Dixon Manual Posting	N	0
32	NJ Herald 2 Spring St Newton, New Jersey 7860 Phone : 973-383-1500 Url : www.njherald.com Email : kdixon@njherald.com Karen Dixon	N	0
33	Parkland College 2400 W. Bradley Ave A175 Champaign, Illinois 61821 Phone : 217-351-2536 Email : sspencer@parkland.edu Fax : 1-217-351-2882 Carolyn Martin	N	0
34	Quanada 2707 Maine St Quincy, Illinois 62301 Phone : 217-222-3069 Megan Duesterhaus Manual Posting	N	0
35	Quincy Area Chamber 300 Civic Center Ste #245 Quincy, Illinois 62301 Phone : 217-222-7980 Url : www.quincychamber.org Amy Looten Manual Posting	N	0
36	Quincy Herald Whig 130 S 5th St Quincy, Illinois 62301 Phone : 217-221-3409 Url : www.qni.biz Email : aborden@qni.biz Ashley Borden	N	0

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37	Quincy University 1800 College St Quincy, Illinois 62301 Phone : 217-228-5240 Email : liesekr@quincy.edu Fax : 1-217-228-5649 Kristen Liesen	N	0
38	Smith Career Center 1501 W Bradley Avenue Peoria, Illinois 61625 Phone : 306-677-2513 Email : sandymc@bradley.edu Sandy McDermott	Y	0
39	Social & Educational Services 5244 N Lakewood Chicago, Illinois 60640 Phone : 773-878-6035 Fax : 1-773-878-6037 Hilda Lozano	N	0
40	TvJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	3
41	Univ of Chicago, Career Advising and Planning Svc 1212 E 59th St Chicago, Illinois 60637 Phone : 773-702-7040 Url : www.caps.uchicago.edu Email : daw@uchicago.edu Meredith Daw	N	0
42	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois Phone : 217-206-6508 Email : careerservices@uis.edu Fax : 1-217-206-7544 Career Service	N	0

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43	US Department of Labor/Veterans' Employment & Training Svc 33 South State Street 8th Floor Room 8174 Chicago, Illinois 60603 Phone : 312-793-3440 Fax : 1-312-793-4795 Bianca Elmore	N	0
44	Vatterott College 3609 N Marx Drive Quincy, Illinois 62301 Phone : 217-224-0600 Url : www.vatterott.edu Email : mike.brogan@vatterott-college.edu Fax : 1-217-223-6771 Mike Brogan	N	0
45	WAOW-TV 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-842-2251 Url : www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0
46	WGEM Employee Bulletin Board 513 Hampshire St Quincy, Illinois 62301 Phone : 217-228-6600 Url : www.wgem.com Career Services Manual Posting	N	0
47	WGEM In-House/Other 513 Hampshire St Quincy, Illinois 62301 Phone : 217-228-6600 Url : www.wgem.com Career Services Manual Posting	N	4
48	WGEM Walk-In/Other 513 Hampshire St Quincy, Illinois 62301 Phone : 217-228-6600 Url : www.wgem.com Career Services Manual Posting	N	0

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49	WGEM website 513 Hampshire Quincy, Illinois 62301 Phone : 217-228-6617 Donna Vancil Manual Posting	N	17
50	WKOW/WYOW 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2794 Url : www.wkow.com Email : jmillar@wkowtv.com Jessica Miller	N	0
51	WREX 10322 Auburn Road PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Url : www.wrex.com Email : ttruesdale@wrex.com Trista Truesdale	N	0
52	WSJV 58096 County Road #7 S Elkhart, Indiana 46517 Phone : 574-343-5310 Url : www.fox28.com Email : hstewart@fox28.com Heather Stewart	N	0
53	WVVA-TV 3052 Big Laurey Hwy PO Box 1930 Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Email : asluss@wvva.com Audrey Sluss	N	0
54	WXOW/WQOW 3705 County Highway 25 La Crescent, Minnesota 55947 Phone : 507-895-9872 Url : www.wxow.com Email : twopat@wxow.com Theresa Wopat	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>24</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	10/11/2012	Participation in Job Fairs	Hiring of Heroes - Rochester Intl Event Center A job fair for military veterans, family members, active duty service men and women, organized by the US Chamber of Commerce in conjunction with the Rochester Area Chamber of Commerce. WGEM was represented by our sister station KTTC as a sponsor of the event. All job openings from throughout the "Quincy" stations were featured.	4	Administrative Local Sales Manager News Director Director	0.25
2	10/26/2012	Establishment of an intern program designed to assist members of the community	Quincy Newspapers Inc has in place a "Quinternship" Program company-wide. Beginning 10/26, one intern worked in the Engineering/Production Dept and learned how to operate the audio board and run News casts.	1	Operations Manager	1.00
3	12/5/2012	Participation in Job Fairs	Quincy Senior High School held a career fair for their students. Sophomores, Juniors and Seniors attended the job fair. We talked to students about job opportunities, schooling needed to work in our industry and answered questions about all jobs in our business.	1	VP/General Manager	0.25
4	1/9/2013	Establishment of an intern program designed to assist members of the community	Quincy Newspapers Inc has in place an internship program with Medill Journalism students. Beginning 1/9/13, one intern was in the News Dept and worked side-by-side with current employees, was critiqued by the News Director and completed on-air reports and edited video for stories during her stay.	1	News Director	1.00
5	3/4/2013	Participation in other activities designed by the station employment unit	Storm Spotters Seminar - The National Weather Service, Midland Radio and the Adams County Emergency Management along with our 3 meteorologists presented this seminar to train local citizens to become certified StormSpotters to aide our meteorologists in the tri-states area when inclement weather is happening.	4	Adams Cty Emer Mgmt/Disaster Preparedness Meteorologists National Weather Service Midland Radio	1.00

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6	3/7/2013	Participation in Job Fairs	<p>Our sister station WVVA, attended the Virginia Tech Career Fair on 3/6/13, representing all Quincy stations. Virginia Tech has a fantastic communications program and WVVA presented information on our paid quinternship, job listings for all Quincy stations and footprint information for all Quincy properties. Each student was directed to our careersatquincy.com website for career and quinternship information and a printed copy of job listings for each station was available. Virginia Tech students come from all over the country and each of our stations were well represented at this fair.</p> <p>We had students interested in everything from creative services to news anchors! ALL of them were interested in the paid quinternship that we offer. There was also a lot of interest in our Midwest locations.</p>	2	Content Manager/Alumni Administrative Assistant	0.25
7	3/30/2013	Participation in Job Fairs	Career Expo the the Journalism School at Columbia University. Hundreds of vendors hoping to attract the best of the best were in attendance. Interviews were scheduled every 20 minutes with students. QNI (represented by Chad Mahoney and Dennis Kendall) held 24 interviews and came away with many qualified candidate opportunities.	2	News Director Director of Broadcast News	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.00</b>